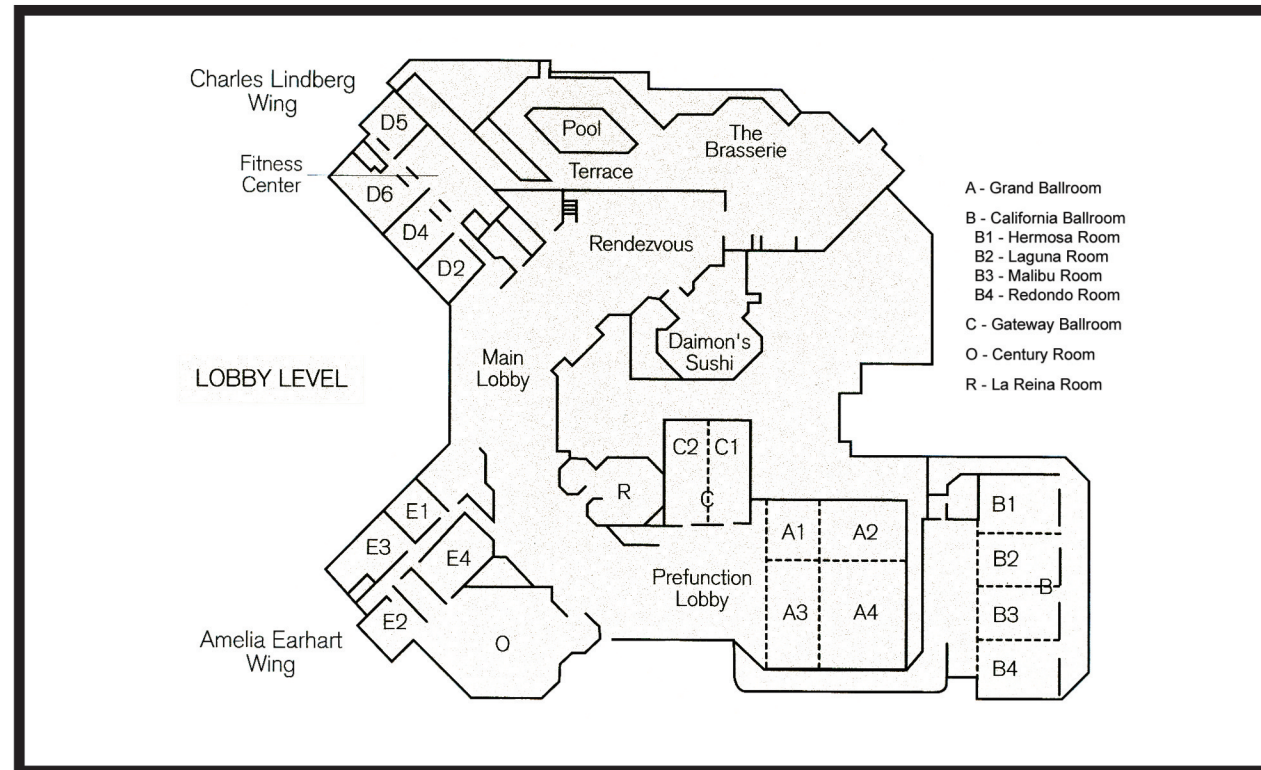
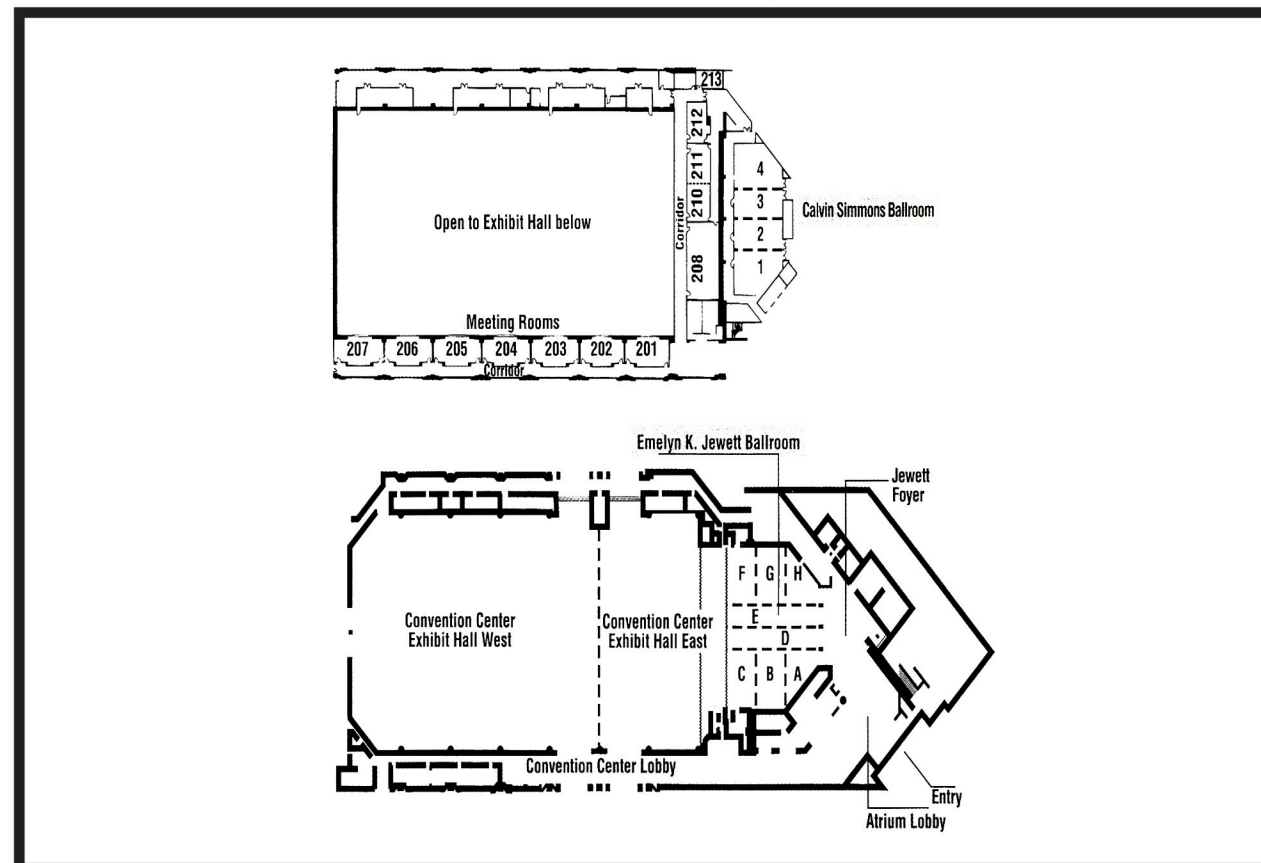


Los Angeles Sheraton



State of California Division of Workers' Compensation

Oakland Marriott City Center



The 14th Annual Educational Conference

Los Angeles Sheraton Gateway
Oakland Marriott City Center

February 21-22, 2007
March 5-6, 2007



*In association with the International Workers' Compensation Foundation,
a non-profit corporation dedicated to workers' compensation research and education*

Serving the people of California since 1911.

Division of Workers' Compensation

DWC 14th Annual Educational Conference

Day 1	February 21, 2007	Los Angeles
	March 5, 2007	Oakland
9:30 a.m. to 12:30 p.m.	Registration	
12:30 p.m. to 1:00 p.m.	Welcome/General Session	
1:00 p.m. to 4:30 p.m.	Breakout Sessions (See Day 1 Grid)	
4:30 p.m. to 6:00 p.m.	Reception – No Host Bar	

*This conference is held in cooperation with the
International Workers’ Compensation Foundation, Inc.
(A non-profit organization)*



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Presenters

Robert Rassp graduated from UC Irvine with two undergraduate degrees and from Loyola Law School. He has practiced workers’ compensation and social security disability law since 1981 and is the principal of his own law firm. Mr. Rassp is also the chair of the Friends Research Institute’s Institutional Review Board. He has been on the executive committee of the State Bar’s Workers’ Compensation Law Section (1998) and was the committee chair in 2000-2001.

James Robbins received his B.A. in 1978 from UC Santa Barbara, M.P.A. from Golden Gate University and J.D. from the University of Pacific’s McGeorge School of Law. He began his DIR career in 1984 as an attorney in the Office of the Director’s Legal unit. In 1990 he transferred to DWC’s Legal Unit.

Anne Searcy, MD received her B.A. from UC San Diego and M.D. from UC Davis. She is board certified in family practice and conducts FAA examinations. In 1993 she transferred to the Industrial Medical Council as an Assistant Medical Director. She is the Executive Medical Director of the DWC Medical Unit.

Glenn Shor graduated from the University of Pennsylvania (B.A.) and UC Berkeley (M.P.P. and Ph.D.). His professional experience includes teaching at the university level and research work for federal, county, and research organizations. He is a Research Program Specialist for DWC where he is involved in a variety of policy initiatives and research oriented projects.

Tess Snear has agriculture degrees from the University of the Philippines (B.S.) and Texas A&M University (M.S.). Her state career began in 1991 as an office assistant and then as a claims adjuster for UEF. She later became an I&A Officer at the San Diego board. In 1994 she transferred to DEU as a Disability Evaluator and was promoted to Supervisor for the Southern Region in 2000.

Keven Star was appointed by Gov. Arnold Schwarzenegger to the position of Court Administrator for the DWC. Since 2001 Star has served as deputy district attorney with the Sacramento District Attorney’s Office where he worked directly with workers’ compensation litigation and insurance fraud. Previously he was deputy district attorney for the Santa Clara County District Attorney’s Office and senior trial counsel in the Judge Advocate General’s Corps of the U.S. Army.

Bob Walensa studied Aeronautical Engineering at the University of Illinois. He has more than 30 years of insurance experience. Bob has worked for the Audit Unit since its inception and was appointed Audit Unit Manager in 2003.

Yu-Yee Wu is an Industrial Relations Counsel in the DWC Legal Unit. She works closely on Medical Provider Network regulatory compliance issues and oversight. A graduate of the University of Virginia School of Law, Ms. Wu was previously an employment litigator at Minami, Lew & Tamaki and a litigator at Lieff, Cabraser, Heimann & Bernstein in San Francisco, California.

Dates for the
DWC 15th Annual Education Conference

Los Angeles Sheraton February 27 – 28, 2008

Oakland Marriot March 3 – 4, 2008

Presenters

Christine King is the Northern California Supervising Workers’ Compensation Compliance Officer for the Audit Unit. A graduate of the University of Santa Clara, her state career began in 1966 as a State Fund adjuster. She was a private sector claims adjuster from 1984 to 1990. She has worked with the Audit Unit since its inception. Christine was awarded a DWC Outstanding Employee plaque at the 1998 Educational Conference.

Barry Knight has been a DEU Rater for 16 years. Prior to joining DWC, Barry was a claims adjuster for State Compensation Insurance Fund for 5 years.

Robert Kutz received his B.A. from UC Berkeley and J.D. from University of Pacific, McGeorge School of Law. His state service began in 1978 with State Fund as legal counsel. He was the Presiding Workers’ Compensation Judge of Eureka WCAB from 1992 to 1995 and was the Acting Assistant Chief of DWC from 1990 to 1992. He was a DWC Regional Manager. He is currently the Presiding Judge at Eureka.

Cora Lee graduated from Cal Poly with a B.A. She has 24 years of workers’ compensation experience. Cora has worked for the Audit Unit since its inception and was appointed Area Supervisor in 1996. Cora was awarded a DWC Outstanding Employee plaque at the 1996 Educational Conference.

Blair Megowan graduated from UCLA with a degree in Physical Sciences and Mathematics. He entered the workers’ compensation field as a claims examiner for State Fund. At DWC he has worked as a Rehabilitation Unit Consultant and Supervisor and in 1993 was appointed manager of the Disability Evaluation Unit.

Joseph M. Miller received his B.A. (with honors) from Harvard University, J.D. from UC Berkeley’s Boalt Law School, and LL.M. from New York University. Mr. Miller is currently the chair man of the Workers’ Compensation Appeals Board in San Francisco. He has over 35 years of legal experience specializing in labor law, workers’ compensation, and employment issues. A certified specialist in workers’ compensation since 1973, he is co-author of *California Workers’ Compensation Practice*, published by Continuing Education of the State Bar.

James Neary is an Executive Vice President with the State Compensation Insurance Fund. He is a member of State Fund’s Executive Committee and is responsible for developing the Fund’s reserve position, rate filings, and dividend policy as well as management oversight of Legal, Fraud, and Actuarial Programs. He has worked for State Fund for 31 years, serving in positions as Vice President, Actuarial Services Officer, Planning and Research Officer, Assistant Manager Insurance Services, Supervising Personnel Analyst, Assistant Claims Manager, and Claims Adjuster. Mr. Neary holds an M.B.A. in Finance from UC Berkeley, an M.Div. from St. Patrick’s Secondary, and a B.A. from St. Patrick’s College. He is also a Chartered Property Casualty Underwriter (CPCU) and a member of the CPCU Society.

Carrie Nevans is the acting Administrative Director for DWC. Ms. Nevans started her career as a claims adjuster for State Fund in 1982. She is a certified self insurance administrator and is fully versed in all specifics of workers’ compensation, as well as the ethics of claims administration. She joined the Department of Industrial Relations in 1999 and has managed DWC administrative functions since 2003.

Norm Paley started with the Audit Unit in 1990 as a Workers’ Compensation Compliance Officer, was promoted to Senior WCCO and last year became a Supervising WCCO. He has an accounting degree from Orange Coast College and a degree in Para Legal Studies from Fullerton College.

Dr. Bernyce Peplowski received her B.S. from Duquesne University, D.O. from Philadelphia College of Osteopathic Medicine, and M.S. from Cal State Northridge. She is currently the national medical director for the Zenith Insurance Company. She has worked for Southern California Permanente Medical Group and was the Chief of Occupational Medicine for Lockheed. Dr. Peplowski is a member of many professional medical and occupational organizations and has extensive experience as an instructor and speaker.

DWC 14th Annual Educational Conference

Day 1	Day 2	Location
February 22, 2007	February 22, 2007	Los Angeles
March 6, 2007	March 6, 2007	Oakland
7:30 a.m. to 8:30 a.m.	7:30 a.m. to 8:30 a.m.	Continental Breakfast
8:30 a.m. to 12:00 p.m.	8:30 a.m. to 12:00 p.m.	Breakout Sessions (See Day 2 Grid)
12:00 p.m. to 1:30 p.m.	12:00 p.m. to 1:30 p.m.	Lunch and Keynote Presentation
1:45 p.m. to 4:00 p.m.	1:45 p.m. to 4:00 p.m.	Breakout Sessions (See Day 2 Grid)

Continuing Education Unit (CEU) Credits are available at the registration counter



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DWC 14th Annual Educational Conference
Los Angeles Sheraton February 21 -22, 2007
Oakland Marriott March 5-6, 2007

Day 1	Breakout Session I	Breakout Session II	Breakout Session III	Breakout Session IV	Breakout Session V
12:30 to 1:00PM	Welcoming/opening presentation <i>Carrie Nevans</i>				
1:00 to 2:00PM	Electronic Adjudication Management System (EAMS) <i>Star, Shor and Deloitte staff</i>				
2:15 to 3:15PM	ADA and FEHA: ER Responsibilities for EE RTW <i>Farrell</i>	Utilization Review: Best Practices <i>Douglas, Searcy, Benner, Peplowski, CAAA</i>	Case Law Update I <i>Cohen, Kutz, Kahn</i>	Rating Upper Extremities I <i>Megowan, Snaer, Faina, & Knight</i>	Audit Unit: Benefit Notices <i>Robbins, Walensa, King, Lee</i>
3:30 to 4:30PM	ADA and FEHA: ER Responsibilities for EE RTW <i>Farrell</i>	Rethinking the Lien Process <i>Foust</i>	Case Law Update II <i>Cohen, Kutz, Kahn</i>	Rating Upper Extremities II <i>Megowan, Snaer, Faina, & Knight</i>	Audit Unit: Utilization Review Enforcement <i>Searcy, Gratch, Walensa, King and Lee</i>
Day 2	Breakout Session I	Breakout Session II	Breakout Session III	Breakout Session IV	Breakout Session V
8:30 to 9:30AM	Return to Work <i>Byrd, Cortes</i>	MPN Issues and DWC Medical Access Study <i>Wu, Dasinger & Gratch</i>	Case Law Update I <i>Cohen, Kutz, Kahn</i>	Rating Upper Extremities I <i>Megowan, Snaer, Faina, & Knight</i>	QME Issues <i>Honor-Vangerov, Coulter</i>
9:45 to 10:45AM	Rethinking the Lien Process <i>Foust</i>	Utilization Review: Best Practices <i>Douglas, Searcy, Benner, Peplowski, CAAA</i>	Case Law Update II <i>Cohen, Kutz, Kahn</i>	Rating Upper Extremities II <i>Megowan, Snaer, Faina, & Knight</i>	Fee Schedules I <i>Honor-Vangerov</i>
11:00 to 12:00AM	Return to Work <i>Byrd, Cortes</i>	Audit Unit: UR Enforcement <i>Searcy, Gratch, Walensa, King and Lee</i>	WCAB En Banc and Significant Decisions <i>Miller, Caplane</i>	AMA Guides and Substantial Medical Evidence <i>Rassp</i>	Fee Schedules II <i>Honor-Vangerov</i>
12:00 to 1:30PM	LUNCH – Keynote Speaker: Dr. Jennifer Christian MD, MPH				
1:45 to 2:45PM	QME Issues <i>Honor-Vangerov, Coulter</i>	Audit Unit: Benefit Notices <i>Robbins, Walensa, King, Lee</i>	Data Analysis on the new PDRS <i>Nevans, Megowan & Research Unit</i>	Workers’ Compensation Market Trends <i>Shor, Bellusci, Hauge, Neary, Barker, Kilbourne</i>	
3:00 to 4:00PM	Medical Billing Standards and E-Billing <i>Honor-Vangerov</i>	Audit Unit: LC 5814.6 and Complaint Trends <i>Walensa, Paley</i>	Research Issues <i>Kahley & Hendeson</i>	AMA Guides and Substantial Medical Evidence <i>Rassp</i>	

Presenters

Annalisa Faina has been a Permanent Disability Rating Specialist with the Division of Workers’ Compensation Disability Evaluation Unit in San Francisco for 15 years. She was appointed to Area Supervisor in 2004.

Mary E. Farrell is a partner with the Labor and Employment Law practice team and has extensive experience in defending wrongful termination cases, handling employment discrimination and harassment matters, and providing preventative advice to both private and public employers. Mary received her J.D., with Great Distinction, from McGeorge School of Law, University of the Pacific in 1994 and her B.A. in 1990 from California State Polytechnic University, San Luis Obispo.

Pamela Foust graduated from UCLA with a Bachelor of Arts degree in psychology and earned her law degree from the University of West Los Angeles School of Law where she graduated cum laude in 1978 and admitted to the Bar the same year. Judge Foust is the author *California Lien Claims in Workers’ Compensation Cases*, 4th Edition and a contributing author of *California Workers’ Compensation Practice*, 4th Edition. She is also an adjunct professor at the University of West Los Angeles School of Law.

Avrum Gratch, MD joined the DWC Medical Unit in July 2006. He completed his orthopedic residency at Stanford Medical Center, and practiced in the East Bay for a number of years.

Scott Hague is the president of CAL Insurance Associates Inc. in San Francisco, California. He is the Founder of Small Business California. He is a past and present member of many insurance related groups including Agents and Brokers of the West and 2004 Lifetime Achievement Award issued by the San Francisco Small Business Network.

David Henderson received a double B.S. from the University of Oregon, a M.S. from Emporia State University and a Ph.D. from Oklahoma State University. He is currently a research specialist with the DWC. He taught at Ohio State University and was a professor at Ohio University.

Suzanne Honor-Vangerov received her B.A. from California State University at Hayward. Her insurance career began with State Fund where she was a claims adjuster and vocational rehabilitation coordinator. Suzanne was an I&A officer in Van Nuys before transferring to I&A Headquarters. Sue supervised the Walnut Creek Call Center from 1999 to 2001. She was appointed Manager of the DWC Medical Unit in 2003.

Bill Kahley is the manager for DWC’s Workers’ Compensation Information System. Bill’s academic background includes a Ph.D. in Economics from Penn State. His experience in the workers’ compensation industry has been as director of research at the National Council on Compensation Insurance and at the California Workers’ Compensation Institute.

Mark Kahn graduated from Cal State Northridge (B.A.) and Southwestern Law School (J.D.). He began his workers’ compensation career as a State Fund attorney in 1978. He later became a Workers’ Compensation Judge (1981) and the Presiding Judge (1988) at the Van Nuys board. He was the Assistant Chief of DWC from 1992 to 1995. He is currently a Regional Manager at DWC.

Fred Kilbourne of The Kilbourne Company is the only actuary who is a member of all five of the US national actuarial organizations. He is a past President of the Casualty Actuarial Society and of the Conference of Consulting Actuaries. He was a member for six years of the Actuarial Standards Board. He was Chairman of the task force which, with the support of the five organizations, over the past two years conducted a Critical Review of the US Actuarial Profession. Fred has worked professionally with California workers’ compensation for nearly 40 years. He was the original consulting actuary to the California State Fund, and was their representative on the WCIRB Actuarial Committee. He is currently actuary to the Public Members of the WCIRB Governing Committee.

Presenters

David Bellusci graduated from San Francisco State University with a B.A. and M.A. degrees. He began with the Workers' Compensation Insurance Rating Bureau in 1989 where he is a Senior Vice-President and Chief Actuary. He is a Fellow of the Casualty Actuarial Society and a Member of the American Academy of Actuaries.

Doug Benner, MD is the Coordinator of Occupational Health for Northern California Kaiser Permanente and has led its occupational health services since 1982. He is a Diplomate of the American Board of Preventive Medicine in Occupational Medicine and has been a certified Independent Medical Examiner as well as a certified Medical Review Officer. He also served as Chair of the California Medical Association Committees and Task Forces on Workers' Compensation during 1986-1995 and was past Chairman of the Board and President of the Western Occupational and Environmental Medical Association. Dr. Benner is currently a clinical associate professor appointment at the University of Pennsylvania's Department of Emergency Medicine's Occupational Medicine program.

Otis Byrd graduated from San Francisco State University with a B.A. and M.S. He began his workers' compensation career in 1977 as a rehabilitation counselor. He joined the Rehabilitation Unit in 1983, was promoted to Rehabilitation Unit Area Supervisor in 1993, and Unit Manager in 1995.

Ronnie Caplane graduated with Honors from the University of Wisconsin and received her J.D. from Hastings College of Law. Besides her law career, she has taught, is a published journalist and columnist, and is the current President of the Piedmont USD Board of Education. She is a WCAB Commissioner in San Francisco.

Bert Cohen received his B.A. and J.D. from UC Berkeley. In 1982 he joined DWC as a workers' compensation judge in Oakland and is currently Presiding Judge at the Stockton Board. Bert received the CAAA/CDAA Workers' Compensation Judge-of-the-Year in 1985 and 2006 and was awarded a DWC Outstanding Employee plaque in 2000.

Sandra Cortes received her B.A. from Loyola Marymount in Political Science. Her state career began in 1981 as a State Fund examiner. She transferred to the Rehabilitation Unit in 1985 and in 1993 was promoted to Area Supervisor.

Janet Coulter received her B.A. from State University College of N.Y. in 1974 and her J.D. from Southwestern School of Law in 1982. After 10 years in private practice, she joined DWC as a Workers' Compensation Administrative Law Judge at the Anaheim board in 1991.

Lisa Dasinger has 10 years of experience conducting occupational and public health research in academic, non-profit, and government settings. She has published articles on duration of disability and factors associated with return to work after an occupational low back injury. In addition to studying injured workers, she has conducted research on other vulnerable populations, including welfare recipients, adolescent substance abusers, and people with HIV or AIDS. She is currently the lead researcher in the Medical Unit at DWC and is the Project Director for the Medical Access Study. She received her doctorate from the University of California at Berkeley.

Sharon Douglas is co-owner and CEO of RehabWest Inc. Her company provides managed care programs including utilization review, medical case management, Return-to-Work Programs and compliance with the ADA & FEHA. Sharon has 25 years of workers' compensation experience and was instrumental in developing the Insurance Educational Associations' (IEA) Certified Professional in Disability Management (CPDM) curriculum and certification program coordinated with San Diego State University. She co-authored the book "Building a Modified Duty Return-to-Work Program." Her IEA certifications include CPDM and Workers' Compensation Claim Professional.

Meet Keynote Luncheon Speaker

Dr. Jennifer Christian, MD, MPH



Dr. Jennifer Christian is a nationally-known physician thought leader with a special interest in work disability prevention and reduction. She is residency-trained and board-certified in occupational medicine, holding both an MD and MPH from the University of Washington in Seattle. Her 20 year career in occupational medicine has been spent in multiple settings: in private practice, in heavy industry, in public health, in managed care, in workers' compensation insurance, and in consulting.

She is president of Webility Corporation, founded in 1999, whose purpose is to catalyze positive change in disability benefits and workers' compensation systems. Webility provides management consulting as well as live and Web-based training services to employers, insurers, and healthcare organizations. Dr. Christian also runs an email discussion group called the Work Fitness & Disability Roundtable, now with more than 1,000 professionals in many disciplines.

Dr. Christian is a leader in the American College of Occupational & Environmental Medicine. She made major contributions to the Disability Prevention & Management Chapter of the ACOEM Occupational Medicine Practice Guidelines. Most recently, she led a group of 21 physicians who developed ACOEM's most recent Guideline on Preventing Needless Work Disability by Helping People Stay Employed.

Breakout Sessions

ADA and FEHA: Employer Responsibilities for RTW	This session will provide information on the fundamentals of ADA/FEHA accommodation, what it means to engage the employee in an interactive process, and employer legal responsibilities in returning the injured worker to employment.
AMA Guides and Substantial Evidence	This session will offer an insightful look at the AMA Guides from the perspective of an attorney and the author of <i>The Lawyer's Guide to the AMA Guides and California Workers' Compensation</i> .
Audit Unit: Benefit Notices	This session provides an inside look to changes in the benefit notices and new requirements for claims administrators.
Audit Unit: LC 5814 & 5814.6	This session will discuss enforcement of Labor Code Section 5814.6 and what kinds of complaints the Audit Unit is seeing and responding to.
Audit Unit: Utilization Review Enforcement	This session will highlight the proposed penalty regulations, how DWC will conduct audits/investigations, the penalty structure, and how to mitigate findings.
Case Law Update	This two hour session will review precedent setting case decisions issued in 2006. Many of the Supreme Court, published Court of Appeal and <i>en banc</i> or significant Workers' Compensation Appeals Board cases which will be discussed deal with interpretation and implementation of the workers' compensation reforms which took effect in 2005 and 2006. These cases include determinations both in situations where the decisions appear to resolve uncertainties about the new legislation, and situations in which the appellate proceedings are not final or do not clearly resolve the issues.
Data Analysis on the PDRS	This session will review and discuss the data DWC has developed in conjunction with reviewing the 2005 PDRS.
Electronic Adjudication Management System (EAMS)	This general session will discuss DWC's electronic adjudication management system (EAMS) project which will upgrade and replace current court technology and support infrastructure and integrate various DWC computer systems. The new system will streamline case filing, reduce paperwork, make case documents available to parties online, improve system understanding and management reporting, and make other system improvements.
Fee Schedules	This session will be an overview of the Medical Fee Schedules for workers' compensation. Special emphasis will be placed on those schedules that have undergone significant revision for 2007. These include the Pharmacy Fee Schedule for drugs not found in the Medi-Cal fee schedule, the Evaluation and Management section of the Physician's fee schedule and the Medical-Legal fee schedule.

Breakout Sessions

MPN Issues and DWC Medical Access Study	This session will discuss practical implementation issues, including complaints; what to do when employers terminate a MPN or change MPNs; and meeting rural access standards. The results of the Access Study will also be discussed.
Medical Billing Standards and Electronic Billing	This session will discuss the status of the Standardized Billing and Electronic Billing regulations currently being developed by the Division of Workers' Compensation to fulfill the requirements of Labor Code 4603.4. Topics will include what constitutes a "clean claim" for the submission of a medical bill, required forms, types of coding to be used, time frames for bill submission/payment, new reporting formats and other related items.
QME Issue	This panel will discuss the Qualified Medical Evaluator panel process for both represented and unrepresented injured workers. Learn more about the DWC Medical Unit's experiences and changes in the system. We will cover upcoming regulation changes affecting the QME program.
Rating Upper Extremities	This two-part session will offer practical rating principles that will teach attendees to rate real cases.
Research Issues	This session will discuss WCIS medical data collection; task force work on revising FROI/SROI data collection; and a brief review of available on-line WCIS tables.
Rethinking the Lien Process	This session will discuss the problems the courts are encountering in handling medical liens and discuss how the lien process may need to change in the future.
Return to Work	This session will discuss the Supplemental Job Displacement Benefit, PD adjustments for return to work, and reimbursement for small employers.
Utilization Review Best Practices	This session will highlight best practices in utilization review, including delegation of approval authority to the lowest levels; what should always go to UR and what shouldn't; how to conduct UR expeditiously, and an applicant attorney's perspective of the UR process.
WCAB Reconsideration Update	This session will provide an update on summarization of en banc and significant panel decisions, updating cases and issues pending before the appellate courts, and issues pending before the WCAB, recently decided by the WCAB, and highlighting areas of recurrent problems and issues.
Workers' Compensation Market Trend	This session will include an overview of the California workers' compensation insurance rate recommendation process; of recent trends on costs, employer premium, loss reserves, and policyholder surplus; and a discussion about projections for the future and the impact on small and midsize employers. Besides reviewing the California insurance market, it will provide an overview of the role of WCIRB.